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REPORT ON RECONNAISSANCE WORK IN OHIO AND KENTUCKY FOR
PILOT PROJECT ON MOBILIZING UNPRODUCTIVELY USED RURAL MANPOWER,
WITH SPECIAL REFERENCE TO A DAIRY LABOR PROGRAM 1/

The purposes of the reconnaissance work by BAE staff members during the period October 20-27, 1942 were:

1. To appraise the feasibility of the project outlined in the statement, "Mobilizing Unproductively Used Rural Manpower for the War Effort," revised October 8, 1942, and to further develop techniques for carrying on the project.
2. To learn of pertinent data already available in Ohio and Kentucky, to become acquainted with related studies made or planned by state agencies, and to lay the groundwork for future cooperation with state and other federal agencies in connection with this project in the event that it is approved by BAE.
3. To obtain data and do field spot-checking which might help FSA in determining procedures and policies in its initial dairy labor program experiment in Ohio and Kentucky.

The Ohio Situation

Farm labor work now being done in Ohio. The Department of Rural Economics and Sociology, Ohio State University, has completed field work on a "Study of Farm Labor and Other Resources as Related to War Time Production," using the schedule attached as Appendix A. This study was undertaken at the request of the Ohio War Board and a report is to be submitted by January 1, 1943; however, selected items will be available earlier. About 30 schedules from a solid block sample were obtained for each of the following 17 counties, which represent the state's type of farming areas: Fulton, Paulding, Ottawa, Wyandot, Lorain, Wayne, Portage, Columbiana, Harrison, Noble, Athens, Lawrence, Licking, Pickaway, Brown, Preble, and Champaign. The oral reports by the four field crews working under Dr. Falconer's direction indicate a spotty labor situation within the state - in some counties little help is customarily hired; in one southern county (Lawrence) there is still a large WPA payroll; in some

- 1/ This report is based upon a two-day conference at Ohio State University, Columbus, at which field men working under Dr. J. I. Falconer reported upon their study of farm labor during the preceding two weeks in 17 counties; field work by William T. Ham and Olaf F. Larson in Medina County, Ohio; and a two-day conference at Kentucky State University, Lexington, at which experiment station staff members under Dr. W. D. Nicholls reported on their field work in six eastern Kentucky counties. Griffin L. Roberts, FSA County Supervisor, and Virgil D. Burris, County Agent, assisted in the Medina County work; in addition to Ham and Larson, Emil Rauchenstein, BAE, Milwaukee, participated in the Columbus meeting and Charles R. Sayre and James M. Downing, BAE, Atlanta, in the Lexington meeting. FSA had six representatives at the Columbus and three at the Lexington meeting. This report was prepared by Olaf F. Larson.

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areas men have left in considerable numbers for factory jobs; in only two counties (Athens and Harrison), both dairy areas, did the reports give an impression of a severe labor shortage at present. There were a number of reports indicating farmers had employed Kentuckians in the past, especially for seasonal work, but there was evidently quite a lack of enthusiasm for Kentucky workers.

It was learned that FSA and USES were planning to start a labor recruitment program in Athens, Hocking, Vinton, Jackson, Morgan, Noble, and Washington Counties for intra-state purposes; these are all areas of potential labor supply according to BAE estimates based upon 1940 U. S. Census data.

At the conference it was recommended that FSA start its experimental dairy labor program in Medina County, if the demand for labor was found to be sufficient, and then expand to the following counties, in order, as conditions permit: Lorain, Wayne, Ashland, Stark, and Portage. Thus Medina would serve as the nucleus of an experimental area. On the basis of this recommendation some field work was done in Medina County.

Characteristics of Medina, a dairy county. The eastern border of Medina County is about six miles from Akron, the northern border is about 12 miles from Cleveland; this indicates the closeness of the competition of city war industries. In addition, within the county, Medina - the county seat (population 4,359), Wadsworth (population 6,495), and one small village have war industries.

The 1940 census reported 3,126 farms; there are 3,066 "AAA" farms and a recent survey enumerated 2,294 units significant enough to be locally considered farms. Only 17 percent of the farms are tenant-operated. Farms average 75 acres in size with 37 acres of cropland. Thirty-seven percent of the farms are under 50 acres, 33 percent are 50 to 99 acres, and the remaining 30 percent are over 100 acres. (Census data are given in more detail in Appendix B).

In 1940 one-third of the operators worked off farm and averaged 202 days of such work; local people now estimate that half of the farmers work off the farm practically full time. In agreement with the small farms and off farm work is the fact that forty-three percent of the farms reported less than \$600 as the value of farm products sold, traded or used at home during 1939; 282 farms or nine percent produced \$2,500 or more in products.

The importance of dairying is indicated by the fact that dairy products was most frequently reported as a major source of farm income in 1939; farm products used at home was a major source nearly as frequently as dairying. Principal crops are hay, corn, oats, and wheat. Some farmers grow potatoes as a cash crop.

Nearly nine out of ten farm dwellings have electricity, 86 percent have autos, 14 percent have trucks, 41 percent have tractors. By November, 1941, there were 1,419 tractors, 126 combines, 30 cornpickers, and 22 pick-up balers in the county; 925 farmers used combines, 248 used cornpickers, 298 used pick-up balers, 214 used a milking machine, and all but 159 kept horses. 2/

2/ Based upon survey by Extension Service in November, 1941, which covered 2,294 farms - data supplied by Virgil L. Burris, County Agent.

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to 7 farms
part of 1939
2451

10 to 14 cows - 324
 15 to 19 " - 126
 20 to 29 " - 44
 30 + over - 7
 } 177
 501

During March 24-30, 1940, 426 farmers hired 538 month hands; only 494 hired any labor by the month during 1939. In November, 1941, only 320 farms had full-time men in addition to the operator; there were 368 such extra men employed. 3/ On the 2,294 farms surveyed in November, 1941, 2,347 full-time men were employed in 1940, 2,297 in 1941, and 2,271 were expected to be employed in 1942; thus there was relatively little decrease reported in the number of full-time workers. 4/

Only 8 percent of the county's rural farm population are foreign born; practically all are white. Persons 25 years of age, or older, living on farms, have completed 8.5 years of school on the average (median).

There is a county school system with children transported in buses to the schools.

Most of the persons who might be recruited from eastern Kentucky would find the agricultural practices and techniques and the ways of living in Medina County quite different from those to which they are accustomed.

Method of procedure in Medina County. Plans for work in the county were discussed with the FSA supervisor and the county agent, both of whom had been advised through their respective state offices of the purposes of the work of the two BAE men. A farm member of the county farm labor committee participated in the planning meeting. A visit in the county previously by an FSA Labor Relations Division representative had also given the supervisor and county agent some acquaintance with the proposed program. A group of 11 farmers met on call in the county agent's office to discuss the farm labor situation and to make suggestions relative to the proposed experimental program. A farm member of the county farm labor committee presided at this meeting. Farmers who attended included two other members of the county labor committee, a master farmer, a farm manager, a State Farm Bureau director, a purebred Guernsey breeder, and a tenant who was formerly an RR borrower. This group of farmers were called together because of their local leadership rather than because they were prospective employers. However, prospective employers were interviewed at their farms in company with the FSA supervisor so a total of 25 farmers were contacted; these included four of the five members of the county labor committee. Three of the five members of the county War Board were seen. The county U.S.E.S. representative was invited but did not get to either the planning meeting or the farmer meeting; he was talked with in his office.

Conclusions

1. Labor demand. Of the 25 farmers interviewed, not all of whom were seen because they were considered prospective employers, seven indicated they would take a total of eight hired men right now, of whom six should be single and two married. Several more men could possibly be placed with this group if they were available and had the

3/ Data supplied by Virgil L. Burris, County Agent, and are available by townships.

4/ Ibid.

desired qualifications and the wages were reasonable. Several farmers named a number of neighbors who hire men and might want one. One employer of three needs none now but expects to lose all three to Selective Service. One farmer lost a hired man the morning after he had attended the called meeting. It appears there is a demand for year round farm laborers which justifies using Medina as the experimental county. There is a tendency to favor middle-aged men. Giving health examinations to the workers before they are placed is favored. The number of farms hiring full-time men ranges from 10 to 33 per township six miles square and the employing farms are dispersed rather than concentrated; no farmer interviewed was employing more than three farm hands at present and one or two, including day help, was most common.

2. Obstacles to experimental program. There are three major obstacles to the experimental program in Medina County:

- See Wise*
- a. Many farmers are skeptical of whether the Kentuckians will stay on farms even if they are recruited, trained, and placed with government assistance because they feel the lure of high city wages and short hours will be too great. Comments ran something like this: "You can't keep a man on the farm unless he has a love for the soil"; "A man is crazy to work on a farm when he can get such high wages in war industries"; "How can you keep a man on a job, this is America, isn't it?"; "What guarantee is the government going to give if I take a man that he won't leave after I have him trained." There were some counter comments such as: "If a man has a good efficient farm, he can compete with the city wages most of these men could get."
 - b. Many farmers have the attitude that even if these men will stay, they won't be any good anyway. Some farmers give a blanket condemnation of Kentuckians, growing out of past experience, observation, or conviction and say: "If these men were any good, they would have already left Kentucky"; "They don't know how to handle our machinery"; "They'll ruin our dairy and poultry production while we're training them"; "The women do the milking in Kentucky"; "Don't give me any of those fellows." Other farmers countered with such comments as: "It's the man that counts and not where he's from; I'd hate to be judged by some people who live in Ohio"; "If a man is willing, that's all that matters"; "I've had Kentuckians and they've been good men, in fact, I'll take two right now and you don't need to give them any university training."
 - c. There is a lack of housing for married men. The prevailing pattern is to employ single men who have a room in the operator's home and eat with the family. If housing could be provided, farmers would be more likely to favor married men. Unless housing is provided, only a complete enumeration can determine whether even 50 Kentuckians with families can be placed in the county. One farmer said that if he needed a man he would consider building

a house costing under \$1,000. Another said he would like to get hold of a trailer. It is said that any available "tenant" houses are much in demand by city workers and that there is no housing available locally for married men. Some farmers indicated they wouldn't like to remodel their own dwellings to have a family living upstairs or in one part of the house, saying, "You wouldn't want one of those families in the same house with you, would you?" In 1940 there were only 120 vacant dwelling units on farms out of the 3,689 in Medina County.

- Perquisites for married men*
3. Working conditions. Wages vary widely, the farmers interviewed reporting from \$18 to \$110 a month and perquisites. The \$18 was paid by a 70 year old farmer on 68 acres, milking seven cows, to an old man who previously had been in the county home; the \$110 was paid to a married man on a large dairy farm where one single man was paid \$85 a month and the third hired man worked by the day at \$3.30 a day for six days a week. Those now wanting a married man would pay \$65 to \$70 per month for a satisfactory man; in one instance, perquisites include a five room house with electricity, drilled well for water, garden space including ground for potatoes, arrangements for team and tools, four or five quarts of milk a day, wood if the man wants to cut it, but no eggs or meat. For single men, farmers are willing to pay \$40 to \$60; there is a differential between experienced and inexperienced help. One man would like an arrangement whereby he paid \$30 or \$40 cash a month plus 5 or 10 percent of the net farm income if the man stayed a year or a proportionate share if he stayed six months or longer. Single men get room, board and washing.

Hours of work are usually from 5:00 or 6:00 in the morning to 6:30 or 7:00 at night; in one case the hours were 3:00 a.m. to 7:00 p.m. Few have any specific provisions for time off. One man gives every third Sunday off. Time off, including Sundays, apparently is worked out in most instances on each occasion the hired man wants to get off.

4. Agricultural production. There appears to be few herd dispersals at present, judging from local comments and from the farm sales advertised in local newspapers. Rather, there is a culling out of the poorer cows. Some farmers feel that the reductions have already been made and that the proposed dairy labor program is too late to help production and others say if they lose their sons or men, they will sell out. One farm labor committee member, critical of the government, cut his potato acreage from 125 acres in 1941 to 35 acres in 1942 and cut from 1,500 broilers down to none; he has increased corn and soybean acreage but next year says he will cut out the soybeans as he hasn't been able to get them harvested yet.

However, it is apparent that it is not too late to influence production of dairy products favorably. One farmer now milking 40 cows would increase to 60, his barn capacity, if he could get two more men. Another sold his 18 milk cows last fall because of the labor situation and has only a high school boy on Saturdays and occasionally for chores to help with his 150 hogs, 35 head of young stock and other work; if

this farmer can get a man he will build back up as his bred heifers freshen.

5. Training program. There was a favorable response to the idea of having a two or three weeks practical orientation period for Kentuckians at Ohio State University. While this period will be useful in teaching techniques and getting acquainted with Ohio dairy farm practices and equipment, the chief value is seen in the opportunity for appraising each individual's skills, aptitudes, capacities, and personal traits. This should serve as a "sifting out" process. If notes are kept on each man, these notes would help the farmer select a laborer; the recommendations of the instructors would carry much weight with the farmers.
6. The U. S. Employment Service in Medina County. Starting immediately the USES will keep an office open full time in both Medina and Wadsworth with an office girl in each and the county manager dividing his time between the two places. Until now the Medina office has been open only three days a week. There are now 15 active requests for farm laborers on file in the USES offices, of which seven are for year round workers; it has not been possible to fill many requests for farm laborers in the past. Many farmers have never thought of using USES; some of those who have used USES have not been satisfied with the men referred; therefore, the present active file does not reflect the real farm labor demand situation in the county. Local personnel have not been trained for farm placement work. The county manager would welcome a program of the type proposed by FSA and would cooperate in any way possible; he feels it would take some farmer pressure off of him.
7. Farmer attitudes. The county is said to be Republican by about five to one and rather critical of government programs which can be labeled "New Deal"; changes in government programs have many farmers perplexed; the President's radio talk in which the farmers were particularly mentioned with reference to inflation made some farmers angry. Ceilings on farm prices but short hours and high wages for labor have aroused their resentment. "Washington expects farmers to bear the brunt of the war"; "Farmers are patriotic but they want others to do their share." The critical attitude on the part of a number of the farmers who are quite articulate will make it necessary for any experimental dairy labor program to be handled extremely tactfully.

Recommendations

1. Do not charge farmers a fee, in this experimental program, for obtaining a worker. There are enough obstacles present without introducing additional handicaps. If the experiment works, then the farmer's attitude toward a fee can be determined.
2. Establish specific entrance wage rates through a local committee and a state wage board, provided this procedure is approved by the Secretary of Agriculture and other administrators who may have responsibilities for agricultural wage rates.

At the first meeting with Medina people, to discuss the recruitment and placement plan, a farmer suggested the importance of establishing a standard starting wage, including formulae for valuating perquisites. This plan was urged as a means of avoiding the dissatisfaction that would arise among newly placed workers if they found they were doing similar work for different rates of pay. It was emphasized that this standard wage should apply only for a period, perhaps of two months, after placement; thereafter an adjustment of wages to individual abilities should be made.

In considering means of establishing rates of pay for dairy workers transported under the FSA plan two assumptions were made: (a) that the variety of methods of payment, particularly the combination of payments in cash and in kind, were such as to call for a great deal of care in recognizing local practices, and (b) that if wage rates were to be officially determined under this dairy workers' plan, this would be done by means similar to those adapted in the case of seasonal workers, -viz., by a State Agricultural Wage Board appointed by the Secretary of Agriculture.

On these assumptions, the plan which is recommended is as follows:

- a. The state FSA director, acting after consultation with the corresponding state USES official, shall ask a committee of citizens of Medina County to serve as an advisory body in connection with the plan for recruiting and placing dairy workers in Medina County.
- b. This committee shall consist of an USES representative, the county agent (or the FSA supervisor if FSA desires direct representation), one representative of the public, and two representative dairy farmers.
- c. The Secretary of Agriculture shall appoint a State Agricultural Wage Board, to consist, as in other recent cases, of a representative of the USES, a representative of the Man Power Commission and two representatives of the Department of Agriculture.
- d. As soon as it is organized, this State Board shall make arrangements for a public hearing to determine prevailing wages for transported dairy workers in Medina County and shall request the citizens advisory committee of Medina County to report at such hearing. The Labor Relations Division of FSA, as in other recent cases, should be requested to report to the Board in private session or at the public hearing. Evidence from any other source should also be received by the Board, the procedure of which should be informal.
- e. The State Board will recommend to the Secretary of Agriculture the wages to be set as standard starting rates in Medina County for persons placed under the FSA plan. Subsequently the Secretary will issue a finding.

3. The county advisory committee should continue to function after the wage determinations by suggesting improved procedures for the program, serving as a body to help work out problems between employer and laborer, and assisting in the orientation of farmers and laborers.
4. An aggressive orientation program should be carried on with both Ohio farmers and Kentucky workers. A Medina County farmer committee might be taken to Kentucky. Movies and pictures of the Ohio living and working conditions might be shown Kentuckians before recruitment. The orientation process should likewise begin early in Medina County, stressing the need for friendly supervision and creating an understanding of the adjustments to be made by the Kentuckians.
5. Each worker to be placed should be recommended on the basis of aptitudes, initiative, ability and willingness to learn, and personal traits. This would increase the Medina County farmers' willingness to try out the experimental program.
6. Provision should be made for follow-up contact and supervision by a government representative after placement. In most cases this might consist of one visit the first week, three or four more during the next three months, and then an occasional visit later. Unless the government accepts such responsibility after placement, the support of some valuable local leaders will be lost. An RR supervisor could do this type of supervision and be accepted by the Medina farmers.
7. Home management personnel should be available in Medina County. The home management supervisor might ascertain housing conditions before placement and work with families after placement.
8. Placement procedure in the county requires:
 - a. Individual handling of workers. Probably the local placement representative who brings farmer and worker together cannot handle more than three or four men a day in the beginning, particularly if he goes with the worker to the farm.
 - b. Some housing must be provided in Medina County for workers who are not placed the day of arrival.
9. There must be an understanding on the part of farmer, laborer, and the government as to the responsibilities and rights of each.
10. There is need for an understanding between USES and FSA as to procedures and responsibilities, particularly within the county. It is suggested that the first job orders be obtained through the following steps:
 - a. A carefully written letter should be sent to each of the 320 farmers listed in the county agent's office as hiring full-time men; this letter should briefly explain the dairy labor program and call all interested farmers to meetings at the various natural community centers. The meeting might be called by the county agent.

- b. At the meeting, the FSA representative could explain the program, answer questions, and the USES representative could take job orders.

There is a need for devising USES forms in Ohio which will be more adapted to agricultural workers than those now in use.

The Kentucky Situation

Farm labor work now being done in Kentucky. Dean Thomas P. Cooper of the Kentucky Agricultural Experiment Station has appointed a farm labor committee of experiment station staff members as follows: W. D. Nicholls, head, Howard W. Beers, J. H. Bondurant, T. R. Bryant, E. J. Nesius, and Roy E. Proctor. This committee is working on several aspects of the farm labor situation, including labor requirements and labor supply. Beers and Bondurant have done some preliminary work on available farm labor in Estill, Lee, Owsley, Breathitt, Wolfe, and Powell Counties.

FSA and USES, working together informally, have recruited about 1,800 workers for seasonal farm labor work outside the state and have made some intra-state placements.

Situation with reference to FSA's experimental program. At the meeting with Dr. Nicholls, the labor committee, and FSA representatives it was agreed there was no need for any reconnaissance field work by BAE representatives, since there is no question as to an adequate supply of workers who can be recruited for the experimental dairy labor program and since FSA plans to take only a few workers from any one county for this experiment. The work by Beers and Bondurant indicates the following:

A large reservoir of labor, mostly partially employed, remains in the six counties studied, despite larger than normal out-migration during the last two years. The reservoir consists largely of married men with families and rejected single men, - these are better suited for farm work than for war industries. Wives and young children have stayed at home while the men found work outside. The least out-movement has been from inaccessible rural areas. The going wage for farm work is \$1.00 to \$2.00 a day. In 13 families on one creek there were 42 individuals 15 years of age and over. Of the 13, six had heads 40 years of age or under with no disabilities, with wives, and with children old enough to do farm work. None of the six have driven a car, they have had no machinery experience, but they say they can milk.

Obstacles to a dairy labor recruitment program which were mentioned included the political opposition due to loss of votes and outside funds for local institutions and services which are allotted on a per capita basis.

Future plans in eastern Kentucky. In lieu of any additional reconnaissance work at this time, plans were made for an experiment station - BAE project in eastern Kentucky which would:

1. In representative areas take an inventory of the population 14 years of age and over in order to classify this population according to wartime employment possibilities. This inventory will be made through the neighborhood leaders in a sufficient number of magisterial districts to permit estimates of the labor reservoir in eastern Kentucky. A modification of Exhibit B in the RAE project statement on "Mobilizing Unproductively Used Rural Manpower----" is to be used.
2. In representative areas, appraise the opportunities for farm reorganization to provide more productive use of labor and to determine the labor requirements of present and potential agricultural production.

STORY OF FARM LABOR AND OTHER RESOURCES AS RELATED TO WARTIME PRODUCTION

APPENDIX A

COUNTY _____ TOWNSHIP _____ NO. _____

NAME _____ P. O. _____ R.F.D. _____

ACRES OWNED _____; ACRES RENTED _____; TOTAL ACRES OPERATED _____

LAND USE 1942	ACRES	LIVESTOCK, 1942	NO.	PRODUCTIONS
CORN, CRAIN, CUT	_____	OWNS MILKED ABCD	_____	AVE _____
" " PICKED	_____	DAIRY HEIFERS	_____	
" " HOGGED OFF	_____	DAIRY CALVES	_____	
" SILAGE	_____	BEEF COWS	_____	
		STEERS BOUGHT #	_____	FEED _____ MO
WHEAT C T	_____	OTHER BEEF CATTLE	_____	
OATS C T	_____	BROOD SOWS ABCD	_____	
BARLEY C T	_____	PIGS RAISED	_____	
		PIGS BOUGHT #	_____	
SOYBEANS, GRAIN	_____	HOGS SOLD	_____	LBS. _____
		EWES ABCD	_____	
ALFALFA HAY, _____	_____	LAMBS RAISED	_____	
CLOVER & TIMOTHY	_____	LAMBS BOUGHT	_____	FEED _____ MO
TIMOTHY HAY	_____	LAMBS SOLD	_____	LBS. _____
CLOVER SEED	_____	HENS KEPT ABCD	_____	AVE _____
TIMOTHY SEED	_____	CHICKENS SOLD	_____	LBS. _____
ROTATION PASTURE	_____	TURKEYS SOLD	_____	LBS. _____
TOTAL ROTATED	_____	HORSES	_____	
ORCHARD, SMALL FRUITS	_____	COLTS FOALD	_____	
ALL OTHER	_____			
TOTAL	_____			
USE HYBRID SEED CORN _____	BEGAN 19 _____	FEED COWS GRAIN ALL SUMMER _____		
FERTILIZER ON CORN LAST SPRING _____	LBS. _____	SUPPLEMENTARY PASTURE, KIND _____		
VARIETY OF SEED WHEAT SOWN _____		DO YOU USE SELF FEEDER FOR HOGS _____		
FERTILIZER ON WHEAT LAST FALL _____	LBS. _____	PROTEIN SUPPLEMENT FOR HOGS _____		
AMOUNT AND KIND THIS FALL _____	LBS. _____	FALL PIGS FALLOWED ON NEW MEADOW _____		
DATE SOWN WHEAT THIS FALL _____		KEPT FROM LOTS WHERE SPRING PIGS RAN _____		
TOTAL AMOUNT OF LIME SOWN IN 1941 _____		VACCINATE ALL PIGS FOR CHOLERA _____		
" " IN 1942 _____		TIMES A YEAR TREAT SHEEP FOR WORMS _____		
		DO YOU USE LIGHTS IN POULTRY HOUSE _____		
		FULL FEED HENS MASH THE YEAR ROUND _____		
		KEEP HENS CONFINED FALL AND WINTER _____		

NUMBER OF PERSONS LIVING ON THIS FARM AND WORKING ELSEWHERE (WHO, AGE AND KIND OF WORK) _____

WHAT HOUSING FACILITIES HAVE YOU FOR HIRED LABOR: TENANT HOUSE _____
IN HOUSE WITH OPERATOR _____

LABOR

REGULAR LABOR SUPPLY: GIVE AGE OF EACH REGULAR FARM WORKER ON YOUR FARM THIS WEEK:

OPERATOR _____; FAMILY LABOR, MALE _____; FEMALE _____

REGULAR HIRED MEN _____ TOTAL NUMBER OF WORKERS _____

IN THE TWO LINES ABOVE DRAW A CIRCLE AROUND THE AGE OF THE PERSON OR PERSONS NOT WORKING ON THIS FARM 1 YEAR AGO.

WHAT WERE THEY DOING 1 YEAR AGO? _____

GIVE THE AGE AND PRESENT OCCUPATION OF THOSE WORKING ON YOUR FARM 1 YEAR AGO BUT NOT NOW:

OPERATOR _____; FAMILY LABOR _____

REGULAR HIRED LABOR _____

SEASONAL HIRED LABOR: (EXCLUDE THOSE LISTED ABOVE UNDER REGULAR LABOR)

KIND OF WORK	1941		1942	
	NUMBER OF WORKERS	TOTAL MAN-DAYS OF WORK HIRED	NUMBER OF WORKERS	TOTAL MAN-DAYS OF WORK HIRED
HAY HARVEST	_____	_____	_____	_____
WHEAT HARVEST	_____	_____	_____	_____
CORN CUTTING	_____	_____	_____	_____
CORN HUSKING	_____	_____	_____	_____
POTATO HARVEST	_____	_____	_____	_____
TOMATO PICKING	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

WERE YOU HANDICAPPED BY A LABOR SHORTAGE IN 1941 _____ IN 1942 _____

WHAT CROP LOSSES, IF ANY, WERE SUFFERED BECAUSE YOU WERE UNABLE TO HIRE LABOR WHEN NEEDED?

1941: CROP _____ LOSS \$ _____ 1942: CROP _____ LOSS \$ _____

" _____ " \$ _____ " _____ " \$ _____

DID YOU CONTACT THE LOCAL EMPLOYMENT SERVICE THIS YEAR? _____ DID YOU SECURE HELP THROUGH IT? _____ WAS IT SATISFACTORY? _____

MONTHS AVAILABLE LABOR, YOUR FARM

	1941	1942
OPERATOR _____	_____	_____
FAMILY: AGE SEX _____	_____	_____
" " _____	_____	_____
" " _____	_____	_____
" " _____	_____	_____
REGULAR HIRED _____	_____	_____
SEASONAL HIRED _____	_____	_____
TOTAL	_____	_____

IF YOU PRODUCED MORE IN 1942 WITH THE SAME OR A SMALLER LABOR SUPPLY, HOW WAS THIS DONE?

(LIST FACTORS IN ORDER OF IMPORTANCE)

1 _____

2 _____

3 _____

4 _____

MACHINERY USED, 1942 (CHECK)	OWNED	SHARE OWNED JOINTLY WITH NEIGHBORS	USED ON FARM BUT NOT OWNED	OWNED AND USED ON OTHER FARMS (AVOID DUPLICATION)
TRACTOR, KIND _____ MODEL _____ YR. _____				PLOW _____ ACRES FITTING _____
COMBINE, _____ FT.				ACRES
POWER MOWER				ACRES
PICK UP BALER				TONS
BUCK RAKE				
HAY LOADER				
TRACTOR CULTIVATOR				ACRES
CORN PICKER, _____ ROW				ACRES
CORN BINDER				ACRES
SHREDDER, _____ ROLL				BU.
MILKING MACHINE		XXX	XXX	XXXXX

CAN YOU GET ALONG IN 1943 WITH YOUR PRESENT FARM EQUIPMENT? _____

IF PERMITTED TO BUY ONLY ONE ADDITIONAL PIECE OF EQUIPMENT, WHAT WOULD IT BE? _____

BUILDINGS AND FENCES

WILL SHORTAGE OF FENCING CURTAIL YOUR PRODUCTION NEXT YEAR? _____

ARE BUILDINGS SUFFICIENT TO HANDLE MORE STOCK AND POULTRY? _____

1943 PRODUCTION

WITH PRESENT OUTLOOK FOR MACHINERY AND FARM LABOR, WILL YOU PRODUCE AS MUCH (OR MORE) IN 1943 AS IN 1942? _____

CHANGES ANTICIPATED IN LIVESTOCK OR CROPS FOR COMING YEAR _____

WHAT WILL PREVENT YOU FROM PRODUCING AS MUCH OR MORE IN 1943? _____

WHAT NEW PRACTICES OR METHODS WILL YOU USE IN 1943 TO SAVE LABOR OR TO INCREASE PRODUCTION? _____

A B C D

